

# SALARED STAFF UNITED NEWSLETTER

JULY 2022

PLEASE PLACE ON NOTICE BOARDS

## Member Support Recent Issues

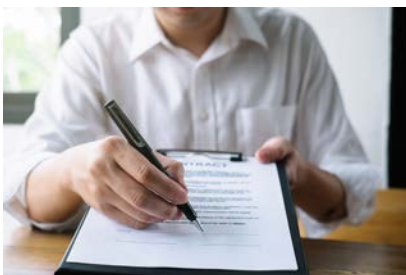
### Hot topics were:

- *Timing of salary/bonus increases*
- *Social media & IT personal use*
- *Pay rates/unpaid hours*
- *Performance and salary reviews*
- *Performance meeting support*
- *Redundancy*

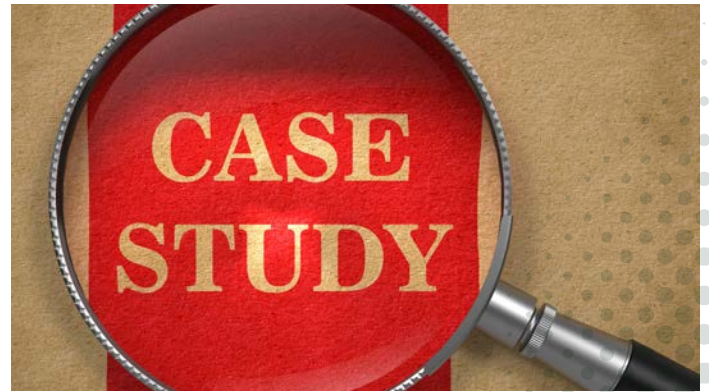
### Member Case Study 1

**Member:** I have a friend and work colleague who recently resigned Friday, on the Sunday night they wrote on Facebook they have resigned however, they also named the company and stated it was not a nice place to work. I know we have a social Media policy, and I am sure you cannot name the business or defame them. What should I do?

**SSU Response:** *You are correct, inform the person to take the post down immediately if the business has a social media policy, I assume this person would have read and signed it which means they can be terminated immediately depending on the severity of their statements.*



It is most important to seek advice from the Association about any employment related document **BEFORE** you sign, and **especially** if you are not sure of the implications for YOU.



### Member Case Study 2

**Member:** I have decided to leave the business. I worked until end of April, when I asked the business, when would I receive my bonus as March is the end of the fiscal year, I was informed I would not receive this as you have to remain employed until the July payment date. Can they do this?

**SSU Response:** *Yes, if it is in the policy, and they say you must be employed in the business until June or July, or whenever the Company pays the bonus, then you cannot have resigned, be terminated, or under notice of redundancy to receive payment.*

### SSU HINT FOR MEMBERS

**From your IR Specialist:** These case studies are two particularly good reasons as to why it is SO important to read the fine print of any Employer letter OR Policy.

*We hear and support you!*



## SPOTLIGHT

### SSU Council Member: Wayne Gonsalves

Production Supervisor  
Humes Welshpool

**Wayne first joined Humes as a casual worker** at Welshpool in 1994 prior to the first CSR demerger. Wayne joined the CSR Officers Association (now SSU) around 1997 after a tumultuous and pressured IR period. He did not support the activities of the existing trade union and at this time many staff at his site transferred to salary. Wayne has always been aware of all the “goings on” and took over from another SSU member as Welshpool Member Representative around 2008.

**Wayne has taken his “rep” role very seriously** and assisted various SSU IR Managers by representing his local member colleagues. Wayne has been a strong liaison between SSU and local members during the recent WA EBA negotiations, helping put forward concerns and ideas from his co-workers and arranged for video link up with Cheryl Smith to speak with members to hear their concerns and explain the process and progress updates. These video chats will become regular events.

**Last year Wayne was a successful applicant** and joined the SSU Executive Council (EC) in September. He wanted to understand how the Association was run from the inside. Wayne’s local members often asked questions about the Association such as “where does our money go?”. After joining the EC, he was not surprised that he was required to undergo mandatory ROC Governance training. What did surprise Wayne was the amount of volunteer hours that are invested by the EC Members and staff. Contrary to what he and other members thought, none of the EC members are paid from the Association, not even the President or the Secretary. He values the formal nature of EC proceedings. The regular meetings and full disclosure that is provided allows each EC to make informed voting decisions.

**Wayne says this is a “thankless” job, there are no “perks”** (*all said with a big smile*). He is proud of the outcomes he has helped to bring about. He believes that many members are hesitant to volunteer as Reps for fear of management reprisals or getting in the “bad books” but he has never experienced such behaviour.

**A thought to share from Wayne to his colleagues:** all members are afforded equal representation from SSU. Even if there is a situation with a manager who is also an SSU member, both will be provided equal representation to work towards a fair resolution.

**Wayne continues to encourage** membership of the Association as he has seen first hand the benefits provided to members often when they need it most.

Thank you to Wayne Gonsalves.

## WANTED MEMBER REPRESENTATIVES

### Who? What? How?

Representatives are valued contributors in the communication network of the Association

**ARE** you interested in doing this...?

- Help your fellow members
- Improve communication flows within the SSU
- Build SSU team network
- Guide members towards a support contact
- Provide feedback to SSU on local issues
- Offer suggestions to Council on Member needs

We know some members feel more comfortable speaking to a local colleague first and it’s much easier to read information on a notice board and even easier when a person hands it to you.

We, as an Association don’t want members to miss out on support or important information.

**Are you prepared to put your hand up?** and help support your Association to develop a stronger communication network.

**If you want to help**, and we hope you do, please call SSU on (02) 9964 1747 or advise your interest by emailing the SSU Support Desk at address above.

We can then arrange a confidential chat.

C’mon, say g’day or see more at website:  
<https://salariedstaffunited.com.au/member-reps-kit>



**Member Survey Out Now!**

**Check your Inbox dated 6 July**  
(or your junk mail?)

**Enter the Member Draw**

You could win one of 6 \$50 gift vouchers